

SCOTTISH POLICE FEDERATION
WEST AREA COMMITTEE



MINUTES

WEST AREA COMMITTEE MEETING

Minutes of the meeting of the West Area Committee

Held on 4 June 2015 at 9.30 a.m.



West Area Committee Meeting Minutes

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1 ATTENDANCE AND OPENING

Andrea MacDonald (Chair)

Malcolm Macdonald (Secretary)

Martin Bertram (Deputy Secretary)

John Campbell (Deputy Secretary)

Jim Foy (Vice Chair) - (*left meeting 1.30pm*)

David Bruce

Graeme Cobb

Jim Bradley

Charles Sweeney

Christopher Thomson

Jennie Macfarlane

Robert Brown

Paul Connelly

Philip Maguire

John Munn

Joseph Thomson

Gary Gray

Neil MacKay

Alistair MacKinnon

Stuart Finnie

Billy Atkinson (*left meeting at 2.00 p.m.*)

Garry Kirkwood

Terry Robertson

Michael McCaughey

Joseph Conway

Gemma Mazur

Alan Heron

Ian Florence

Campbell Smith

Lorna Hogarth

Eddie Mather

Gordon Cumming

Andrew Smith



Colin Fraser
Gerry Welsh
Gary Mitchell
Kenneth Kean
Amar Shakoor
Scott Wilson
Catherine McNally
Grahame Gosling
Jacquie Stuart
Stephen Innes
Gemma Beattie
John Haynes
Andy Hastie (*arrived 10.17 a.m and left meeting at 11.00 a.m.*)
Dawn Bethune
Joseph Irvine
Marketa Hola
Fiona Morris

APOLOGIES

John Hunter
Andrew Fairie
David Dougan
Dennis Cairns
Thomas Crombie
Lynne Gray

GUESTS

ACC Mawson
Peter Jones (Health and Safety Secretary)

OBSERVERS

Inspector Gerard Boyd 'L' Division, Dumbarton

2 ADOPTION OF STANDING ORDERS

As per the new Rules, the Standing Orders took effect as soon as the meeting was opened and will remain in place throughout the meeting, including separates unless specifically suspended for any reason.



3 MINUTES OF PREVIOUS MEETING

Actions from Previous Meeting

Action 1

KPI positive stop search discussed with Chief Constable at a previous WAC/JBB (date unknown.) Chair to source minutes and forward to SPF General Secretary.

Strathclyde JBB Minutes from March 2012 forwarded to General Secretary for information.

COMPLETE

Action 2

Remove Commonwealth Games from Agenda

COMPLETE

Action 3

WAC Vice Chair to report back to WAC with confirmation regarding whether Officers can be disciplined for wearing uniform whilst travelling to and from place of work.

Update to WAC that it has been confirmed that officers will not face disciplinary action. The matter is now complete.

COMPLETE

Action 4

WAC Chair to contact SPF General Secretary re issues with security of Police Buildings.

Details forwarded to the General Secretary for information and attention.

COMPLETE

Action 5

WAC Chair to forward Phil Maguire, a copy of response regarding TOIL/refusal option on SCOPE when received.



Further e mail sent to SCOPE Management on 14 April 2015.

Action 6

Send Email to Inspector Representatives regarding Sergeants Conference Forum.

Email sent to all Inspector Representatives on 6th March 2015

COMPLETE

4 ELECTION OF VICE CHAIR

The following nominations were received within the stipulated timescale for the position of WAC Vice Chair in line with WAC Circular 20/2015.

Grahame Gosling

Gary Mitchell

Andy Smith

Candidates were given the opportunity to address the Committee before an official vote took place.

Voting papers were distributed and Scrutineers were appointed.

The election for the post of WAC Vice Chair then took place.

After the vote, Gary Mitchell was duly elected to the position of WAC Vice Chair

The Chair thanked all three candidates and congratulated Gary Mitchell.

The West Area Committee agreed that the voting papers were destroyed.

5 LEGAL ADVICE AND ASSISTANCE

A total of 11 files have been submitted to the Deputy General Secretary, Scottish Police Federation since the last WAC Meeting :

One x Injury on Duty

Six x RTA

Two have been rejected – one CICA Appeal and one Discrimination

Two submitted on 1 June 2015– no update as yet.



6 JCC NATIONAL UPDATES

(1) Police Negotiating Board (Scotland Standing Committee)

The General Secretary told the Committee that the interviews for appointment of the Independent Chair had been held on 8 April 2015. He reported that this was a Prime Minister's appointment and he expected an announcement in the near future. The Sides had agreed not to register any failures to agree until the new appointment was made. Gordon Smith, a current Scottish Government employee, had been appointed as Independent Secretary to the Board. A new constitution, new arbitration processes and a new Chair for the Arbitration Board had all been agreed.

He reported that a PNB Staff Side meeting had been held on 24 April 2015 and a further meeting was held on 7 May 2015. The on-call allowance for Superintendents and pensions were discussed at both of these meetings. He reported that the Official Side had intimated that they were keen to resolve the maternity pay issues as soon as possible. The Equality Secretary was to attend a meeting relative to this the following week.

The issue of Police Pay for 2015 was discussed at the meeting held on 7 May 2015. The Staff Side had held detailed discussions on the elements of a pay claim and the tactics on how it should be submitted and the JCC endorsed the approach that the PNB representatives had taken.

The Committee discussed the general financial situation. It also discussed 'exigency of duty' which both Sides agreed should be clarified. The Staff Side also submitted a claim for an overnight allowance and the Official Side said it wished to consider this matter amongst a wider set of arrangements. The Committee expressed regret that the Official Side did not have a Senior Police Officer member. Amongst other matters discussed were the Children & Families Act, maternity pay and the Equal Pay Audit.

(2) Pensions

The General Secretary said that the CARE Pension Scheme came into effect on 1 April 2014. He said a new Scottish Police Pensions Board had been appointed and would hold its first meetings in June. He said a number of circulars had been issued on the following topics:

1. Amendments on gender marriage
2. Members contributions
3. Enhanced protection
4. Employers contribution



5. Revised actuarial tables
6. Employer issues
7. Changes to injury benefit regulations

Malcolm Macdonald said he had received a request from a member that an executive summary be prepared for each of those circulars. The General Secretary replied that some of these documents had more than 130 pages and an executive summary may omit critical detail. However, he did point out that the documents issued in the Circulars were not as lengthy as this and were perhaps more readable.

The General Secretary said that the UK Police Pensions Consultative Forum had met on 21 April 2015 and discussed learning points from the consultations; the omission of an A19 provision from the CARE Scheme; exempting Police Officers from inheritance tax on death on duty; annual allowance for Chief Officers and shared parental leave. It had been agreed that a new pensions commentary was required. The Committee also discussed minimum pension age, the ending of contracting-out and a pensions calculator.

SCOTTISH POLICE CONSULTATIVE FORUM

It was reported that the last meeting was held on 7 May 2015. One of the major issues discussed was the recording of working time and it was apparent that the Police Authority was not fully au fait with the requirements of the WTR as they applied to the police. Once again it was noted that it was unhelpful not to have a Senior Police Officer in attendance at the meeting. The JCC agreed that these were important discussions about the health and wellbeing of Police Officers and they discussed the benefits of an updated survey for the Inspecting Ranks which would assist in demonstrating the magnitude of the problems.

SCOTTISH POLICE AUTHORITY (SPA)

It was reported that the Chairman and General Secretary attended a meeting on 17 March 2015. Amongst the items discussed were; ill-health retirements; treatment of women in the police service; shift working; the budget; reputation; human resources, toil and re-rostered rest days.

The Chairman reported that he and the WAC Chair had attended a Police Authority Human Resources and Remuneration Committee meeting where ill health issues were debated and a further meeting with the Director of People and Development, John Gillies, was awaited on this matter.



It was reported that three new members were to be appointed to the Scottish Police Authority.

There were no questions.

7 JOINT CENTRAL COMMITTEE CIRCULARS

The following JCC Circulars have been circulated to the membership –

| 11/15 | 23.03.15 | SPF VF & Group Insurance - Information |
|-------|----------|--|
| 12/15 | 26.03.15 | Inquiries into Fatal Accidents & Sudden Deaths etc. (S) Bill – Consultation |
| 13/15 | 08.04.15 | Apologies (Scotland) Bill: call for written evidence - Consultation |
| 14/15 | 09.04.15 | Reforming the Criminal Law to Address Domestic Abuse & Sexual Offences - Consultation |
| 15/15 | 21.04.15 | Area Committee Vacancies - Consultation |
| 16/15 | 21.04.15 | Roads Policing Driver Authorisation Policy - Consultation |
| 17/15 | 23.04.15 | Review of Corroboration – Information |
| 18/15 | 23.04.15 | JCC Minutes February 2015 – Information |
| 19/15 | 30.04.15 | JCC Agenda and Papers May 2015 - Information |
| 20/15 | 05.05.15 | Subject/Standing Committee Minutes April 2015- Information |
| 21/15 | 06.05.15 | Police Pensions - Information |
| 22/15 | 15.05.15 | Representative Elections for Vacancies - Information |
| 23/15 | 18.05.15 | Important Pensions Update for Some Retired Officers - Information |
| 24/15 | 19.05.15 | Scottish Parliament Equal Opportunities Group - Consultation |
| 25/15 | 20.05.15 | Justice Committee: Call for evidence on Community Justice (Scotland) Bill - Consultation |

The WAC Secretary informed the members that he had today received three SOP's :

- Parking
- Appearance/uniform standards
- Fraud and economic crime



One member raised a question in relation to JCC Circular No. 18/2015 regarding February JCC Minutes. The member stated the WAC had previously been informed that the subject of honoraria would be reflected in the JCC Minutes and the information did not appear to be recorded.

The WAC Chair informed the member that the matter was recorded in the minutes of the Finance Standing Committee and also referred to the relevant item in the JCC Minutes of February 2015.

A member raised concern regarding a recent motion which had been approved at JCC. This was in relation to an additional Rule being added to the SPF Rules.

The WAC Secretary briefly updated the members regarding this motion and confirmed that it had been approved by the JCC.

The member was requested to put concerns in writing to the WAC Secretary with regards the matter for submission to the JCC.

Action – Member to write to WAC Secretary with concerns to be raised at the JCC.

8 WEST AREA COMMITTEE CIRCULARS

The following WAC Circulars have been issued to the membership -

| 19/15 | 24.03.15 | SPF VF & Group Insurance - Information |
|-------|----------|--|
| 20/15 | 09.04.15 | Stability and Resilience in the West Area Committee |
| 21/15 | 16.04.15 | Committee Meeting Dates |
| 22/15 | 23.04.15 | Review of Corroboration - Information |
| 23/15 | 07.05.15 | Police Pensions - Information |
| 24/15 | 07.05.15 | Sick Pay benefit - Procedure |
| 25/15 | 08.05.15 | WAC AGM |
| 26/15 | 12.05.15 | National Conduct Lead - SPF |
| 27/15 | 15.05.15 | JCC Minutes February 2015 - Information |
| 28/15 | 15.05.15 | Subject/Standing Committee Minutes April 2015 - Information |
| 29/15 | 18.05.15 | Representative Elections for Vacancies - Information |
| 30/15 | 26.05.15 | Resignation of WAC Deputy Secretary (Equality) |
| 31/15 | 03.06.15 | Information to Members and Representatives |



The WAC Secretary referred to WAC Circular 31/2015 which referred to a change in working hours for the Office Bearers and staff at Merrylee House which would be subject to a review.

WAC CHAIR ADDRESS TO ACC MAWSON

Assistant Chief Constable, Colleagues, it is my pleasure to welcome you to the 2015 Annual General Meeting of the Scottish Police Federation West Area Committee.

Before I begin could I ask that you all stand in memory of our colleagues and friends who have passed away since our meeting last year.

Thank you.

Assistant Chief Constable Mawson, on behalf of the Committee may I take this opportunity to thank you for attending today. We continue to be genuinely grateful for the 'open door' policy which you operate with us and look forward to the continuation of our close working relationship.

Sir, I must begin my speech with an apology, undoubtedly a public speaking no no, however I do apologise because the truth is there is very little good or positive news.

In April this year Police Scotland was two years old and what a two years it has been. It has been the single greatest public sector reform in a generation and it has been a rollercoaster ride for everyone concerned and unfortunately it is not over.

Despite the massive changes to policing over the past two years the vast majority of our members have simply 'got on with it' and I want to acknowledge their dedication and professionalism during a highly charged and challenging time, which shows no sign of ending.

1 April 2013 really did not mean much to the public whose expectations and demands of the service remained the same despite the draconian cuts to our budgets, brutally punitive pension changes and unprecedented organisational change.

Sir, I am sure, given the frenzy of activity surrounding the next subjects in the recent months that you are at saturation point but I simply cannot stand here and address this meeting without referring to both the target culture and stop and search.

The two are undoubtedly related in Scotland and let me start by saying a few words about targets or Key Performance Indicators. I think we, as a Federation, have long since passed the point of pretending that targets do not exist in Police Scotland or that they are the work of individual rogue Supervisors.



Targets were introduced because politicians, from all parties, demanded greater control over policing and greater accountability. I can understand that but introducing business practices and using a balance sheet to show value for money in policing will never work because we are NOT a business.

Policing cannot be explained in pure statistical terms for what is measurable is not always meaningful and the meaningful is not always measurable. The sooner politicians on all sides realise this better.

To many, Police statistics have become more important than actually policing our communities and preventing crime.

To maintain these statistics and present them to Committee after Committee in report form requires resources and where do these resources come from ... Response Policing, the first port of call to strip out resources for any new pilot or initiative or department. I actually think that there are some individuals who think that we can knit Response Officers on demand to back fill the huge, gaping hole that exists in that area of policing.

As it stands we either have or we will soon have more people counting than we actually have out there delivering the service that our communities deserve, call me old fashioned but the basic functions of a Police Officer are to guard, watch and patrol not count and play around with numbers and statistics. If politicians are so obsessed with statistics, let them employ someone to provide them and leave our members to police our communities.

We might never be free of targets, and indeed some are very legitimate but unless Police Scotland undertakes a radical overhaul of targets we will soon be carrying calculators and spreadsheets instead of batons and notebooks.

Stop and Search is probably a term first coined in relation to the Metropolitan Police in the 1970s and 1980s.

It was closely linked to complaints of racial discrimination, mainly in the MacPherson Report following the death of Stephen Lawrence, and did not feature as an issue for Scotland.

Police Officers in Scotland had never used Stop and Search as a stand-alone tactic, instead it was an important part of their toolkit to be used as and when an enquiry specifically required it.

Search for the prevention of crime is not in itself a bad thing. That is why nightclubs and bars use metal detectors. That is why communities, families and friends of victims of crime have marched and organised petitions for police searching people in their communities to prevent crime.

Whether we like it or not, Scotland, especially the West of Scotland, is a violent country. Scotland has a knife and offensive weapon problem and coupled with drug and alcohol abuse it leads to serious injuries and deaths.



However, where we are with stop and search in Scotland today is solely due to the issues of volume and consent. I have spoken against these targets in the past and I reiterate the views of the Scottish Police Federation Chairman that we simply refuse to believe that Police in Scotland have searched over half a million members of our communities regardless of what the bean counters tell us.

The most frightening aspect of this whole saga is that we now have certain people, with no background in policing and I suggest no idea how we operate, looking to remove the ability of Police Officers to use their common law powers of stop and search in favour of a legislative framework for all searches, which would apparently result in utopia.

They could not be more wrong. It is simply impossible to quantify the benefits to be gained where asking - I repeat asking - someone's cooperation with a search is currently the right thing to do.

Voluntary searches and the use of discretion are still important features of a Police Officer's tool kit in Scotland. And even more importantly, they are invaluable in maintaining community safety.

I do not believe that Scots Law in itself is broken, so why are we trying to fix it by changing the basic fundamental principles. Instead we should be looking to address the cause of the current situation not the symptom and that cause is the abuse of stop and search solely for the purpose of achieving targets or changing reds to greens and ambers.

Indeed, and who would have thought that Theresa May and I would ever agree, but the Home Secretary speaking at the Police Federation of England and Wales Conference on 20 May 2015 announced a review of policing targets in England and Wales. She said that the current target culture only produces 'perverse outcomes' and quite clearly stated that 'enough is enough'.

Of course targets and stop and search are not the only problems which are facing Police Scotland.

At a time of unprecedented budget cuts which has led to the loss of large number of our Police Staff colleagues the service is experiencing a thriving growth industry in the area of People and Development. Can I make it clear that I am not speaking about the members of Police Staff carrying out the grass roots functions, those people we all worked with closely in legacy Forces, those who are still known as Human Resources.

I am referring to the new top tier of Human Resources populated by Senior members of Police Staff known People and Development, an empire which has been allowed to expand at an alarming rate to the point where the People and Development/Human Resources structure is an inverted triangle in danger of toppling over.



Accordingly almost everything in Police Scotland now has a People and Development strand. It is also hugely disappointing that the Force continues to be represented at the Police Negotiating Board by People and Development staff instead of a Senior Police Officer.

Another fact that causes great concern is that more and more of what could be described as traditional Human Resources functions are being put back onto already over-worked and over-stretched Police Supervisors with very little relevant training and almost no support.

Call me naive but when we first started introducing Human Resource Managers into the Force it was to allow Police Officers to police and not to be over-whelmed by non-frontline tasks and to ensure that we had professionals doing the job, which ultimately led to financial savings too. This is no longer the case. Indeed this is probably true of civilianisation in general.

We are experiencing a frightening increase in the development of 'joint' policies and Standard Operating Procedures for Police Officers and Police Staff which demonstrate ignorance, deliberate or otherwise, of Police Regulations or PNB guidance and simply cause confusion. One size does not fit all.

Indeed, in relation to Standard Operating Procedures, legacy Strathclyde did a substantial amount of work to reduce the number of these documents as the sheer number being produced was rendering them ineffective. We are now back in that position within Police Scotland, the number of Standard Operating Procedures coming across our desks for consultation can be overwhelming both in terms of quantity and frequency.

One of the biggest issues that the Force currently has in respect of looking after its most valuable assets ... people ... is the introduction of the new Ill Health Retiral process. Previously this was administered by the Police Authority but since the end of last year it has been devolved to the Force.

The way in which this new process has been introduced and administered is frankly appalling and the treatment of some of those individuals currently within the Ill Health Retiral process can only be described as inhumane.

These are individuals at their most vulnerable and they are quite clearly being sent the message that the organisation does not care about them or value them. Some of them are only in this position because they were injured on duty, others sadly due to serious or terminal illness.

It is particularly concerning that, despite the undue delays being caused in this process solely by the Force's own processes that many of these individuals find themselves in situations whereby they have no income, having exhausted the Federation Salary Replacement Scheme and the Force refuses to reinstate them to full pay despite the existence of regulations, legislation and PNB guidance on this matter.



Sir, it is us who deal with the human cost, it is us who meet with these members face to face, listen to the heart-breaking stories of poverty and the helplessness they feel, of how they have lost all faith in an organisation they gave everything to, of how the service refuses to update them or progress them timeously through ill health. Every one of them says the same thing ... they feel like nothing more than a number. Well, Sir, to us they are not a number, they are individual members and it's about time they were treated as such.

I would urge you Sir, to look closely at what is happening with the Ill Health Retirement process, it cannot simply be about money and Police numbers, there has to be some humanity introduced to this process.

Speaking of Police numbers, it is constantly reported in the media that our establishment was increased by 1,000 extra Police Officers. I welcomed this increase at the time but now I would ask ... where are they?

They are most certainly not on the street delivering crucial frontline services to the public and the communities we serve.

Frontline policing has never been so poorly resourced or so thinly stretched, the Thin Blue Line is now just a thread clinging on for dear life.

Centralising resources to 'hubs' at the same time as drastically reducing the numbers has decimated local Response Policing. Officers are working excessively long hours, more often than not without refreshment breaks and it is only by sheer luck coupled with the 'can do attitude' of our members that we have not had an Officer seriously injured or killed due to a lack of resources to respond to incidents in general and urgent calls for assistance in particular.

The distances being travelled to answer calls and transport prisoners are unacceptable and again place our members in danger.

This is not, as we are frequently told, due to poor management by the Supervisors, this is due to the fact that there are simply not enough Supervisors and not enough Officers providing Response Policing.

OBLs are ignored when it suits the Force's purposes but stringently applied and used as an excuse to change an Officer's tour of duty. Another issue causing problems in terms of TOIL and re-rostered rest days is the practice of implementing blanket 'red days'.

A prime example of this is within 'K' Division for the roll out of the I6 training whereby the whole training period was immediately designated a 'red period' despite the fact that training was not been done 24/7. The matter was resolved but this type of thing happens time and time again.

The Workforce Agreement is largely ignored as are regulations in terms of the notice that has to be given when varying shift times. Officers are consistently informed that they are 'required' to work as it is 'an exigency of duty'.



Many of the variations in the West are for the purpose of backfilling Custody Division, the problems around which could provide enough material for a separate speech, or performing security duties at offices that no longer have Police Staff manning the front counter 24 hours a day. This is not, by any stretch of the imagination 'an exigency of duty', neither is poor planning, sickness absence or other abstractions.

We have an excess of specialist departments and this is also a growth industry in response to demands from the public and politicians for important issues to be dealt with by dedicated and specially trained Officers or for the Force's own purposes such as managing the target culture.

Whilst many of the specialist departments are essential we have to remember that we do not have finite resources or budgets and the people who staff these departments come from the frontline so they should be taking work away from Response Policing not adding to the workload.

As a young Officer I was told that if the Officer on the beat could do everything there would be no need for specialist departments and that their role was to support the Officer on the beat. That appears to have turned a full 360 degrees.

Despite having specialist departments to deal with issues such as domestic abuse the bulk of the work remains the responsibility of Response Policing.

For example, we have domestic abuse units which are well staffed but still all domestic bail checks are left to the late and night shift on Response policing. This is fundamentally wrong, if need be the domestic abuse units should be working a full 24 hour shift pattern and these bail checks should be carried out by them.

That is only one example but it is replicated across many of the units and it is a practice that needs to be reviewed.

Police Scotland has had much to contend with over the past two years and I would have to say that I believe Police Officers and Police Staff have demonstrated a willingness to make it work and have worked hard both on day to day policing and major events.

Scotland had the privilege of hosting the Ryder Cup and the Commonwealth Games last year and this meant worldwide scrutiny of our fledgling Force. Both of these events were publically very successful.

The Games in particular were critically acclaimed and Scotland was congratulated on hosting a spectacular event dubbed the 'friendly games'.

However, this 'friendliness' did not extend to Police Officers who were subjected to ridiculously long working hours, massive disruption to days off, unacceptable starting times for shifts, poor welfare considerations in terms of refreshments and comfort breaks and a constant attempt to 'work around' the



regulations in attempt to avoid compensating them appropriately both in terms of financial compensation and compensatory rest, re-rostered rest days to name a few issues.

Whilst in no way diminishing the appalling way in which some Constables and Sergeants were treated during this time in terms of compensation for the long working hours, the Inspecting Ranks were particularly let down by the Force.

The 'buy out' of overtime for Inspecting ranks in 1994 was never intended to allow the Inspecting Ranks to be subjected to excessive working hours as a cost saving option for Police Forces but this is exactly what happened during the Commonwealth Games.

We are outstanding at reacting to major incidents, such as the tragedies at the Clutha Vaults and George Square, but when it comes to an event for which we had 7 years to plan we failed on a grand scale and only the professionalism of the Police Officers who worked at the Commonwealth Games prevented this from being public knowledge.

Police Officers do not want to spoil the memory of this event for Scotland but lessons must be learnt and there cannot be a repeat of the poor operational planning which led to our members working arrangements being abused.

Finally, I must speak the unspeakable, the Police budget has been cut and cut and it cannot be cut any further. The Scottish Police Federation is all too aware of the serious risk to policing from the austerity drive.

Expecting the Police to do more with less is fanciful, you can only get less for less and this will be painful for Police Officers and the communities they serve.

The Chief Constable himself acknowledged on the first anniversary of Police Scotland that we had been going at full speed in terms of implementing the changes and that the changes themselves had been hugely demanding but that this could not continue and he voiced his hope that year 2 would slow down although change would remain inevitable.

On the second year anniversary of Police Scotland, the Chief Constable, speaking at an event at the Scottish Police College said that Police Scotland had been 'running in the red' for two years.

This is undoubtedly true in financial terms however I would argue strongly that we are also now 'running in the red' in terms of human cost. The slowing of change has not materialised, the goodwill of Police Officers and Police Staff has been stretched to the limit and the ability to continue to perform to such a high standard under the current conditions cannot be sustained. I have asked before and I will ask again ... can Police Scotland and the politicians please stop expecting more for less from our members.



Sir, I would like to finish on a positive note, whilst Police Scotland does not have its troubles to seek we can be proud that over the past two years, the vast majority of our Police Officers and Police Staff have worked hard to provide a high level of service to the public.

They have performed to the highest standards under extremely difficult conditions and personal uncertainty and I would ask that the Force remember that our members are by far its most valuable resource.

Sir, thank you once again for your time today and I now invite you to address the Committee.

ACC MAWSON RESPONSE

Chair, Andrea and members of The West Federation, thank you for the kind invite to attend today and the very poignant moment to remember our colleagues that are no longer with us. You may know that I chair the Scottish Police Memorial Trust (SPMT) which met yesterday and it is only right that we do not forget them.

I concur with your comments about our hard working officers and staff. I am extremely proud of the constant display of professionalism and dedication that you refer to.

It is widely recognised that the provision of Policing to our communities is not a business per-se, however we are accountable for the budget, performance and the many reporting demands to meet legislative statistical returns to the Scottish Government and beyond. The budgetary implications are far reaching and this alone places more of a focus on how we carry out our provision of service delivery. We have to review and revisit practice and policy to remain as effective and efficient as possible.

I am sure I don't have to spend too much time on the financial savings that have been made since 1 April 2013 and you refer to in your address Chair. Yes it has been challenging, but crime is still going down:-

- *Police Recorded Crime is at a 40 year low*
- *Recorded crime is down by 36% since 2006-7 and at its lowest level since 1974.*
- *There has been a continued decrease in levels of overall crime. This means the overall risk of being a victim of crime fell from 20.4% in*



2008-9 to 16.9% in 20012-13 and the number of crime experienced by adults in Scotland fell by 22% over the same period.

- Firearms offences at a 33 year low*
- Number of homicide victims at a 38 year low*

This has been achieved due to the good work of our officers and members of staff, dealing with the changes and yet still performing to such a high standard.

Chair, you refer to Political influence in your address. I have met with many politicians over this past two years and they do have a clear appreciation of the many demands placed upon the service. Together we acknowledge that changes have to be made and the modernisation of policing services is an area that we can shape for the future. It is not just politicians that require information or propose changes. This also comes from within the organisation. There is a need to ensure that we are taking on board those internal views and ideas of efficiency to ensure our external delivery is as good as it can be. Our recent public consultation surveys indicate Police Scotland has some areas that need improving; however the overall feedback from those surveyed is very positive, reflecting really high levels of public trust and confidence in Police Scotland across the country. This is something that we should be justifiably proud of.

Chair, you also mentioned Stop and Search in relation to targets, unintended consequences of targets, and the issue of consensual searching. I'd like to respond to each of these issues. In terms of a volume stop and search target for Police Scotland we took the conscious decision before the start of the new force not to have either a force or individual officer targets for Stop and Search. The only target we had for Stop and Search in Year 1 and Year 2 around Stop and Search was to increase the positive rate so we could ensure that our officers were in the right place, at the right time, searching the right people. Even that target has now gone in Year 3.

To bust some myths still further, Stop and Search has actually reduced since Police Scotland came into being, year on year, not increased. This year, with better analytical tools and improved briefings, Stop and Search is down significantly again but our positive rate for searches has gone up each year.

In terms of consensual Stop and Search, this is a complex issue. There are varied views within the Federated ranks and indeed within the Superintending ranks. These varied views are replicated in the wider society so for these reasons an independent Advisory Group on Stop and Search has been



commissioned by Scottish Government and they will report back after summer. In terms of the issue that has been raised that there are too many targets and a target culture in Police Scotland, I concur with what Andrea said here that there is absolutely a place for well considered targets within policing, so long as they are geared towards Keeping People Safe, and not just targets for targets sake.

What I can say is that in all my time in policing in Scotland and probably beyond that, I have never worked with so few targets as we do now, and the ones that are left are absolutely totally focused on protecting the public.

I'll now respond to the HR issues that have been raised.

The review of People & Development, like every other area of Police Scotland has been through change in an effort to provide more focused and direct support to the organisation. This change is now proving to be successful, engaging directly with staff and sharing knowledge and experience. We are not complacent though.

As Police Scotland has grown over the years there is a clear need for officers and staff to be in the correct position to deal with unfamiliar circumstances and the SOP's you refer to provide that necessary reference and an element of protection. This allows matters to be followed correctly and provides consistency of approach. We needed to get clarity and support our staff. The most effective way of doing that is by having policy properly documented thus allowing for ease of reference and consistency of decisions.

In terms of the issues raised around ill health retrials, I am aware of the genuine concerns surfacing, not least of all by those currently going through the process themselves.

Can I say that officers going through the ill health retrial process are valuable not only to their family and friends but to the service that they are a part of.

If there is a level of confusion on the ill health retrial process it requires to be addressed and the most recent SOP published is clear. It provides flowcharts to advise officers and additional support is provided by yourselves in the Federation. I am aware of the specific issues created by the change to the process earlier this year and please be assured that I am meeting regularly with our HR Lead to prioritise appropriate cases and ensure that we are doing all that we should, as quickly as possible, in each individual case. For me, all of this not just about a process, it is about real people, just as Andrea has said too.



Can I now talk about the written question that was raised about officer numbers? This is straightforward. There are no plans to reduce officer numbers at this time. We are maintaining the officer numbers at slightly over 17234.

Regarding the other issues that have been mentioned in the Chairs address today, such as concerns about prisoner transfers and numbers on some Response Policing Teams, then I would say that specific issues can be raised by your West Federation Representatives at the West Local Consultation Meetings that I Chair every quarter with regional members of the Federation, Asps and the Union representatives. We also have the quarterly West Health and Safety Meetings at Jackton that again your West Federation Reps attend on your behalf. Over and above all that the Federation Reps know that I have an open door policy with them and they can speak to me in person or by phone or contact me by email pretty much anytime.

The next issue I want to cover is the written question I received about the treatment of Inspecting ranks at the Commonwealth Games and the fact that no Bonus Payment was paid to them.

I was the ACC with responsibility for Local Policing issues before and during the Games period. I was on the ground dealing with the concerns of staff at varying locations on a daily basis.

Yes, it is true that the event had a timeline for planning and it is widely recognised that planning and preparation are key to delivering a safe event. It also had to be flexible in the planning stages and once the event started a dynamic and fluid approach was adopted to meet the strategic intention and I know that you recognise that.

Can I just say the over-riding principle of the decisions taken during the Games were not to mess people about, not to disrupt families nor the much needed child care arrangements that were often already in place. These changes were made as there was a real and pressing need for the skills and experience we have in our organisation, and for them to be meaningfully deployed.

In so far as the Inspecting ranks worked long hours and more days between breaks, yes, this was indeed the case. However, this was also the case for Constables and Sergeants and the Superintending ranks.

Having addressed the demand of resolving the overtime payments for Constables and Sergeants, we were committed that all officers' circumstances would be considered and dealt with in line with Regulations. For some that



involved payment and for the Inspecting ranks it involved appropriate rest days.

The valid points you raise all came up at the Commonwealth Games debriefing session and lessons have been learned which will inform future large scale events.

I ensured that the CWG Planning Team visited every one of the 14 Divisions in the months leading up to the Games to ensure we were all sighted on each others operating challenges, so we could do something practical about them. I also met weekly with senior officers and senior Federation Representatives to discuss the key issues and put in place processes to resolve many of them. This continued after the games when I tasked a Chief Inspector to Chair regular meetings with representatives from the Finance Directorate and the Federation to resolve overtime and expenses issues on a Division by Division basis, right down to individual claims, to ensure fairness and parity. Feedback from this was that it was indeed speedy and fair, all in all.

As far as the Bonus Payment for the Inspecting ranks is concerned. It was and is recognised by me and all the Force Executive that Inspectors, DI's, Chief Inspectors and DCI's across all departments and Divisions worked very hard for the period leading up to and even beyond the games timetable.

I considered several options around Bonus Payments for the Inspecting ranks and discussed these with members of the Force Executive. We were aware of the hugely divisive consequences of awarding Bonus Payments to some Inspectors/ DI's and Chief Inspectors/DCI's, and not to others. Comparison was also drawn on the Olympic Games where no Bonus Payments were awarded. Taking all this together, we also took the decision not to award Bonus Payments. This was not an easy decision to make, but I think it was the right decision in all the circumstances. I repeat though the comment made earlier by Andrea that through the efforts of all our officers and staff, and their welcoming and flexible approach, the Games were a huge success and recognised as such both nationally and internationally and that is once again something that we should all feel justifiably proud of.

Chair, can I once again thank you for this opportunity to speak, thank everyone here for all your efforts throughout this period of change, and wish you all well for the year ahead. I'm happy to take any questions “



Question

Ill health process – Irrespective of process it is becoming embarrassing for some officers who have to come to the Benevolent Fund for financial assistance as the Force will not process Ill health retiral for officers and they cannot cope financially.

ACC Mawson replied that he was meeting with Elaine Williamson, HR Business Partner Local Policing West, the following week to review cases and prioritise accordingly.

Question

Resource Levels – OBL's are set at the minimum level to keep officers and public safe.

The formulas used to calculate OBL's are out of date.

ACC Mawson confirmed that the Force still pay attention to OBL's and the local policing review team are looking at the matter now and will take the necessary action. ACC Mawson requested that the member who raised this matter e mail details and he will take the matter up and respond in due course.

Action - Member to provide details to ACC Mawson who will make enquiries and respond accordingly via the WAC Chair.

Question

Bonus Payments – With regards to officers not being paid bonus payments after the recent Commonwealth Games, it has been highlighted that the event finished under budget and £15 million was returned . This could still have been a considerable bonus to all officers who were involved.

ACC Mawson stated that he could not comment whether that figure was accurate or not but did state that bonus payments for officers did not form part of the budget.

It would also have been difficult to decide who should receive the bonus as all officers contributed to the policing of events.

Question

Response and CPT are overstretched and this is causing obvious difficulties within Division/Departments.



Stop and Search – Whilst this is a useful tool for Officers, it appears to be the case that some Officers are comfortable with this procedure and some are not due to the ongoing issues. However, the courts decree that consensual stop and search is lawful so it should remain but only if carried out properly.

It is good to hear that ACC Mawson is adamant there are no targets for stop and search but this message is not being heard by Divisional Commanders who are still challenging Area Commanders about their figures and targets.

ACC Mawson reiterated that there should be NO targets for stop and search, however there remains a place for stop and search but this should only be done where intelligence shows that there is a problem in an area eg violence.

Question

Force Survey – morale is very low and members are not convinced that the Force Executive will take cognisance of the results and take action to address the issues raised.

ACC Mawson agreed that morale could be improved and that if Officers want to see change, then they must complete the survey to put forward their opinions and views.

The Force Executive are committed to taking action and this is also being monitored by the Scottish Police Authority and the Scottish Government.

Question

Missing Persons – This area of work is subject to a great deal of internal and external scrutiny but the process for recording missing persons is historical and no longer fit for purpose. When will this be addressed.

ACC Mawson informed members that he was presently dealing with this matter on behalf of the Force. He also informed members that there had been a recent HMIC inspection carried out in this regard.

There was discussion regarding work carried out previously by an Officer in 'V' Division in this regard. There had been problems with the IT programme which had caused delays and this would now be held back until I6 is in place.



9 WAC CHAIRS AND SECRETARIES MEETING

There have been two meetings since the last WAC Meeting. The meetings were held on 9 April 2015 and 1 June 2015.

The minutes of the meeting held on 9 April were approved at the meeting on 1 June and circulated to the full WAC on 1 June 2015.

10 JCC – FINANCE STANDING COMMITTEE

The minutes from the meeting held on 22 April were circulated via WAC Circular 28/15.

11 JCC – LEGISLATION AND REGULATIONS STANDING COMMITTEE

The minutes from the meeting held on 22 April were circulated via WAC Circular 28/15.

12 JCC - OPERATIONAL DUTIES STANDING COMMITTEE

The minutes from the meeting held on 22 April were circulated via WAC Circular 28/15.

Representatives from Greater Glasgow provided the Committee with an update on a piece of work they had carried out regarding OBL's. This was also referenced in the questions to ACC Mawson.

The matter of 'red days' was raised again by several members as there did not appear to be an explanation on SCOPE as to why whole days in particular were classed as 'red days'. Indeed in respect of I6 training, weeks are being designated as red and this matter is being taken forward by the WAC Secretary as this is resulting in officers experiencing difficulty in getting time off.

Yet again, concerns were raised about the numbers of variations and the reason for these variations.

The WAC Secretary informed members that there appeared to be an abuse of the Workforce Agreement in some areas and work is ongoing in respect of this matter.



Concerns were raised about road policing shifts and variations . The WAC Secretary stated that Chief Superintendent Murray has agreed to meet with the Federation to discuss matters but a time and date has yet to be confirmed.

One member stated that there are no OBL's for the CID and raised concerns about this.

Action - The Deputy Secretary (Health & Safety) will pursue this via the WAC Health & Safety Committee.

As a consequence of work ongoing, examples are being sought for stop search and shift variations. All examples have to be submitted to the West Area Secretary.

13 JCC - CONDUCT SUBJECT COMMITTEE

The National Conduct Subject Committee met on 21 April 2015 and the minutes were circulated via WAC Circular 28/15.

The last West Area Conduct Standing Committee meeting was held on 14 April 2015. Draft minutes have been circulated only to those in attendance until fully approved.

The minutes from the January meeting were approved at the meeting on 14 April and have been circulated.

The now biannual review of live cases had taken place and again this was immensely time consuming but hugely beneficial to the members. As a result of the review around 40 cases were finalised for a variety of reasons, including members not updating us.

A number of officers were further contacted and updated on progress, the calls are on the whole very well received and members are grateful for federation involvement. The Federation are grateful for PSD continued assistance in updating on cases and continue to have a good working relationship with them.

At the minute we now have 212 live cases, with a total of 116 having been closed since we started recording them post April 2013. We may have to look at what we record if this figure grows in the near future.

There is a new procedure in place, agreed at the last area conduct Committee, where the first point of contact for conduct matters should be conduct trained representatives as opposed to full time office bearers.



The Conduct Secretary has met with CCU and discussed some minor concerns regarding individual cases. The feedback received from members who have attended management meetings remains generally positive. CCU have agreed to meet with the Federation us on a regular basis and address any issues that may arise.

It appears that the situation with regards to operational statements is now understood across all Divisions. As per the update given at Conference 2015, members are no longer asked for operational statements in relation to criminal allegations.

In certain specialist departments it is clear that there is a misunderstanding on how to apply the new regulations, with some managers attempting to deal with incidents in a manner akin to the 1996 regulations.

The WAC Vice Chair informed members that he had been appointed as the National Conduct Secretary and his intention was to ensure every representative has a basic level of conduct training. With the 2014 regulations there will be a significant increase in misconduct meetings and more reps were required to be able to assist with these, there simply isn't enough resilience if relying on those on the conduct Committee. In cases of gross misconduct it will remain the case these will be dealt with by office bearers or suitably trained members of the conduct Committee.

One member stated that Officers are still being asked to provide operational statements for complaints and misconduct matters which are in turn being forwarded to an Investigating Officer. This is despite Force Memos 53/15 and 54/15 issued by DCC Richardson and Chief Superintendent Mitchell from PSD.

It was requested that details be forwarded to Merrylee House for the attention of Gary Mitchell, WAC Vice Chair.

Action – Member to forward relevant information to WAC Vice Chair.

One member highlighted a misconduct case involving Data Protection issues which has been ongoing for four years.

Action – Member to forward details to the National Conduct Secretary and he will obtain an update on the case.



14 JCC - EQUALITY SUBJECT COMMITTEE

The National Equality Subject Committee met on 21 April 2015 and the minutes were circulated via WAC Circular 28/15.

The last West Area Equality Standing Committee meeting was held on 7 April 2015. Draft minutes have been circulated to Committee members only until fully approved.

The WAC Deputy Secretary (Equality) thanked everyone on the Equality Committee for their ongoing assistance and wished his successor good luck in a role which is somewhat challenging but ultimately rewarding.

The WAC Deputy Secretary (Equality) updated members with regards to the Ill Health Retiral Process as it has changed significantly in recent months. The initial referral to the Ill Health Retiral Process can come one of two ways. Either from the officer (usually via their Federation Representative) or a request from the Force. An Absence Support Meeting is then organised for the officer to attend where the IHR is discussed and explained. The next stage will be referral to the Force Medical Adviser who will then decide whether or not the case should be referred to the Selected Medical Practitioner.

Prior to an appointment with the SMP, People and Development complete the necessary referral form which will then be signed off by a Senior Business Partner. After checks with Professional Standards Department, a consent form will be sent to the officer authorising the release of their medical records. The FMA will then produce a report for the SMP which will include the officer's OHU records and records from their GP, Consultant etc.

The SMP's role is to determine if the officer is able to undertake the normal duties of a Police Officer and whether or not any disability is permanent. Furthermore the SMP will determine if the officer's condition is as a result of an injury on duty. At present the SMP role is undertaken by Optima Health who are also responsible for all OHU functions.

If the SMP determines the officer to be permanently disabled the individual will be advised by the SMP and sent a copy of the report. They will then be asked by the Force to provide a response stating whether or not they agree with the SMP's report and findings and, where applicable, if they wish to be considered for redeployment or an Ill Health Retiral.

The officer's Division are at this point asked to consider redeployment and if this is not possible the officer's case will be considered by the Postings Panel.



If no role is identified then the officer will be recommended for Ill Health Retirement. This report is then sent to the Director of People and Development requesting he authorises progression to the Scottish Police Authority for consideration of the Human Resources and Remuneration Sub Committee. If the Sub Committee approves the Ill Health Retirement the officer will then be informed by People and Development and given a 4 weeks' notice period for which he/she will be reinstated to full or half pay, where applicable.

If the officer is claiming for an injury on duty they will be required to notify the Force at this point. The process for claiming an injury on duty award is now considered separately.

At present the process is taking somewhere between 7 and 11 months. The SPF is challenging and will continue to challenge the Force in respect of these timescales. Not only does this cause many officers to be reduced to half or nil pay but it also means that they will have to claim salary replacement through the group schemes which then impacts on the premium we pay as members.

A part of the process, PSoS are now actively seeking to redeploy officers who may be permanently disabled from the ordinary duties of a Police Officer but are still able to undertake some modified duties. This is something that SPF has always pushed for and now seems to be making headway as the Force now realise that many of these officers have a skill set and experience that can be still utilised with reasonable adjustments. More importantly for the officers concerned, they are still in employment. Indeed in the Equality Mainstreaming Report that was published by PSoS it should be noted that the number of disabled officers had reduced by 1% in the last 2 years. It will be interesting to see if this figure rises in the next 2 years with the Force's pursuit of redeployment. I have sent out an Equality Circular containing full details of this report and a link to same.

The last meeting of the National Equality Meeting was held on 21 April 2015 and among the items discussed was the reference to Occupational Maternity Issue. As you are aware this was brought up at Central Conference and it was addressed by all politicians present at that time. At the last PNB meeting the Official Side declared that they were "resolved to solving" this issue. Accordingly it is hoped that this issue will be addressed at the next PNB meeting in September. The Deputy Secretary asked members to refer colleagues who are approaching maternity leave to the very useful and detailed information sheet on the SPF website.

In regards training for Equality there will be a training input for the members of the Equality Committee at the next meeting on Tuesday 14 July 2015 at Merrylee House. The input on this occasion will be the Grievance procedure.



With regards to the latest figures for maternity and paternity leave and those on half pay etc, this information had not been received from the Force despite request for same. There was a protocol used during post PSoS however with reshuffling at People and Development this has not been continued. This matter will be pursued and hopefully the figures will be available for the next West Area Committee Meeting.

15. JCC - HEALTH AND SAFETY SUBJECT COMMITTEE

The West Area Federation Health and Safety Committee met on Wednesday 8 April 2015, the draft minutes of which have been sent to the members of the Committee.

The WAC Deputy Secretary (Health & Safety) informed the members that he had attended the Joint UK Health and Safety which meeting met on 9 April 2015.

The Joint Central Committee Health and Safety subject Committee met on 22 April 2015, the minutes were circulated on WAC Circular 28/2015.

The West Area Health and Safety Board met on 12 May 2015 the minutes of which have been circulated for approval.

The Deputy Secretary informed the members that he had attended the National Health and Safety Committee which met on 19 May 2015

West Area Health & Safety Committee Meeting 08 April 2015

At this meeting Gary Mitchell was again elected as Chair of the Committee with Andy Hastie the Vice Chair.

Recording of Working Time Records on SCoPE was discussed where it was mentioned that managers see this as a weakness, National Secretary advised that the force have a legal requirement to record. The National Secretary stated that the examination of WTR should not be examined by supervisors unless there are blatant or impending breaches.

A member reported that it is routine for custody officers not to get a break during their deployment which in current times is not normally their core station.



The West Health and Safety Secretary took this to the JCC meeting to collate evidence from the East and West for the National Secretary to take to the C5 Health and Safety Board.

The issue of stress was discussed at length and the Chair intimated that education of staff is required as dealing with the symptoms of stress at an early stage benefits both the officer and the force.

The National Secretary will take this issue to the National health and Wellbeing meeting.

The National Secretary informed the Committee that the police trousers were out for tender for two types; Polycotton and Polywool with the creases sewn in.

The tender for fleet has gone out which is a 4 year contract with Divisional vehicles being estates. A further update in respect of this will be provided by the National Secretary after this update.

Joint UK 09 April 2015

There was discussion in respect of National Driving standards and the removal of Skid pan training due to the advancement in technology in the motor vehicles provided. A recent incident in South Yorkshire was mentioned whereby a 330 BMW x-drive lost grip, BMW blamed the manner in which it was driven. Questions are now being asked in respect of the driving training nationally to get a full picture. It was mentioned at this time of the Driving Policy used by Police Service of Scotland and the use of Assessed drivers.

This policy has been out for consultation again but as yet, there is no update.

HSE are investigating the Metropolitan Police in respect of breaches to Working Time Regulations by Royal Protection officers. The force has until June to reply otherwise an improvement notice will be issued.

Airwave technology is moving ahead to another system involving 4G; agreement has already been obtained by the providers to share masts. It is unknown what type of device this will be. Apps are also being looked at.

Training is ongoing in respect of mutual aid with the Police Service of Northern Ireland (PSNI) with further training prior to deploying in PSNI. PSNI are now preparing for Easter 2016 the centenary of the Easter Rising, 24 – 26 April are the dates.

Spit guards have been or are being removed from forces within England and Wales, the Metropolitan Police were now reporting spitting as 'near miss' so as to gather as much evidence as possible to put to their commissioner, whilst



the likelihood of catching something from spitting is minimal it is an assault. HSE are carrying out a survey on the use of spit hoods.

JCC Health and Safety Committee 22 April 2015

North area main issue discussed at this meeting was staff attending court after nightshifts.

East area main issue was the staffing at the control room at Bilston, or lack thereof.

West area issues included lack of refreshment breaks in custody suites, stress in the workplace, electric vehicles and snoods with cords.

The Standard of Dress SOP was awaited and that funding was to be provided for Surefire Ear defenders and winter hats. Bite back spray was to be issued to all dog handlers.

Health and Safety training was discussed and it was reported that PSoS was to have all safety reps trained by modules delivered at area meetings. This training would cover Accident Investigation, inspections and the role of SPF safety reps. Area leads were to be given the IOSH Managing H&S Course. Dates and venues are to be arranged.

West Area Health and Safety Board 12 May 2015

The following matters were raised :

The relevant items from this meeting were that L Division are carrying out a review into OBL's covering 6 months to get accurate figures of where staff were deployed during the shift including all abstractions. This is work ongoing.

A report of a RTC where a vehicle aquaplaned and crashed into a field, fortunately no one was seriously injured. On examination of the vehicle the tyres were said to be of poor standard. Mr Mawson is now wishing to organise a meeting to discuss –

- (i) Re-circulating the SOP regarding daily inspection driver checks
- (ii) Introduction of weekly check sheet, including (national) vehicle equipment list
- (iii) Divisional RPU to complete unannounced spot vehicle checks (need a policy on no discipline and spare vehicles on standby)



(iiii) Stickers regarding legal responsibilities on the front of driver's logbooks

To establish from the Airwave Team whether or not there is any guidance for maintenance of Airwave Batteries (e.g. powering down, before charging). If there is guidance, can it be re-circulated? Are there posters that can be placed near Airwave lockers in all stations?

The issue of officers on constant observation not getting any break. Mr Mawson is to remind LPC and Custody Division about the requirement for officers to be given adequate opportunity to have a break during an extended prisoner watch.

National Health and Safety Committee meeting 19 May 2015.

Area ACC's all wanted uniformity on statistics in respect of Assaults/injuries during arrest etc.

Discussions took place in respect of Fire Safety from all areas and the need to progress this throughout the force. Health and Safety advisors see this as a priority and are endeavouring to complete. Issues rose re multi occupancy premises and the need to identify a person in overall responsibility.

Lynn Robertson stated that the SOP for the new Health care providers etc. is in draft form and will be out for consultation, Mr Gillies pushed for a tighter timescale due to the fact that this new method is in use.

James Bertram provided no update on his scrutiny report re offices but stated that his scrutiny report in respect of assaults on Police is going to Human Resources and Remuneration Committee (HRRC) on 29th May 2015. He provided a brief insight whereby he has obtained the data from SCoPE .

The main recommendation of this report is to look at areas where they can reduce assaults on Police.

Det Supt Allan reported that Crime managers have been instructed that no crime reports are to be signed off without a SCoPE reference number.

Portable Appliance Testing (PAT) was mentioned as it would have appeared to have lapsed in some Divisions. Estates are taking this forward.

Training for Chief Inspectors is required for their roles and responsibilities in respect of Health and Safety, Stephen Merchant is progressing this.

SureFire earpiece mentioned that not all officers are being provided unless requested for events. There is concern that there are no control measures in



place as to who is allocated. Our position would be that all officers are allocated these earpieces and like their PPE can be recorded on SCoPE.

SCD are carrying out work into standard PPE for their staff as there is different equipment being issued in each area.

Under AOCB , the Deputy Secretary (Health & Safety) asked for some clarity in respect of Water Rescue stating that our stance is for throw lines and training for all staff as per the ACPO paper. In relation to the life vests, the Deputy Secretary stated that he would have concerns for them to be retained out with their maintenance record if officers were to use them.

Mr Gillies asked for another report from Stephen Merchant on this issue and for the matter to go to ACC Higgins UPPE meeting.

The Deputy Secretary reported that with regards to the Notebook survey, the returns from the survey were disappointing.

From the 840 responses received, 13.4% were left handed. 7% believed the notebooks were fit for purpose and from that 1% were left handed and fit for purpose. That indicates that 93% of those who responded stated that the new style notebook was not fit for purpose.

One member asked who was responsible for vehicle safety checks with regards to tyres etc. He gave an example of an officer being fined for driving with unsafe tyres on his vehicle.

It appeared that spot checks were being carried out on vehicles and officers were facing being charged if the vehicle was not safe.

One member highlighted that there is a problem for officers carrying out checks if they do not have the correct equipment to do so and this appeared to be an issue in several areas.

One member asked with regards to the results of the notebook survey , how the matter was being progressed ?

This matter would be taken further by the National Health and Safety Secretary and raised with ACC Higgins at the Uniform & personal protection equipment working group.

The National Health & Safety Secretary gave an update to the members.

It was decided that the vehicle check survey would be circulated again.



It was important that as many survey forms as possible were completed to give a more accurate picture of the condition of the vehicles on the road. The results were requested prior to the next Area Committee Meetings.

If an officer highlights that the vehicle is not roadworthy then it should be reported to their supervisor as soon as possible.

It was agreed that basic equipment like pressure gauges should be provided in all vehicles and if not, a budget should be sought to obtain such items.

One member stated that an agreed kit list was required for all police vehicles as any vehicle assisting in a road traffic accident should have the correct equipment.

One CID Member highlighted problems with CID vehicles as they are not provided with the appropriate equipment and whilst they should not be assisting in road traffic incidents, sometimes this can be unavoidable if they are passing the locus of an accident.

ACTION – National Health & Safety Secretary to make enquiries with ACC Higgins as to what the Force policy is in relation to CID Officers stopping at RTA's and to report back at the next WAC.

16. MOTION(S)

The following motions were passed at Conference 2015:

Protecting the Frontline from 'one size fits all'

This Area Committee asks Central Conference to note the increase in departments; specialist teams and units in Police Scotland have resulted in a much diminished frontline.

To recognise the diverse range of communities, geography and local expectations in our country mean there cannot be a 'one size fits all' approach to Policing in Scotland.

To seek a "bottom-up" review of resource allocation that puts properly resourced community and response policing back at the heart of our service.

This motion was remitted to the Operational Duties Standing Committee.

Rest & Refreshment Breaks

This Area Committee asks Central Conference to ask the Joint Central Committee to pursue change in the current position regards rest and refreshment breaks for shift personnel on front line duty.



This motion was remitted to the National H&S Subject Committee.

Court Citations & Attendance

This Area Committee asks Central Conference to ask the Joint Central Committee to pursue change in the current court citation and court attendance processes for Police Officers with Scottish Government and Crown Office, to seek a substantial improvement in the relationship between the partner groups to address, wasted time, stress, and costs, caused by the current system.

It was agreed that this should be taken to the Working Practices Review Board.

Alterations to Duty Rosters

This Area Committee asks Central Conference to ask the Joint Central Committee to negotiate a change to regulations and or determinations so that any member of the federated ranks who has his or her tour of duty altered from the tour published on the roster is compensated as follows:

- Change to starting time of up to four hours = one hour at time and a third
- Change to starting time of four or more hours = two hours at time and a third
- Change to starting time of eight or more hours = four hours at time and a third

This compensation should be additional to any other provision of regulations or determinations.

This motion was remitted to PNB Staff Side.

Working Abroad

This Area Committee asks Central Conference to ask the Joint Central Committee to clarify the present arrangements for terms and conditions of officers working abroad and arrange that these are produced in a discreet document.

It was agreed that this motion should be taken to the UK Police Remuneration Forum on which the Chairman and General Secretary sit.



Policing & the West Lothian Question

This Area Committee asks Central Conference to support that the legislative authority for all matters relating to police officers, police pay & conditions and policing in Scotland, be devolved to the Scottish Parliament.

It was agreed that the General Secretary would write to parliamentarians highlighting the pension issue.

Policing & the Terrorist Threat

This Area Committee asks Central Conference to support calling on the Scottish Government to ensure police funding is adequately increased to ensure the Police Service of Scotland has all the resources it needs to protect its officers as well as our communities and to further call for fair police pay to reflect that Police Officers are more than ever delivering public safety when their own lives are increasingly in jeopardy.

It was agreed that a meeting with DCC Livingstone should be arranged to discuss this issue.

17. CORRESPONDENCE

The following items of correspondence had been received and were read to the members:

- E mail from Grahame Gosling re nomination for post of Vice Chair dated 9 April 2015.
- E mail from Andy Smith re nomination for post of Vice Chair dated 13 April 2015.
- E mail from Gary Mitchell re nomination for post of Vice Chair dated 23 April 2015.
- E mail from John Hunter re seconding Gary Mitchell for post of Vice Chair dated 23 April 2015.
- Letter from PTC regarding AGM on 11 June 2015 dated 13 May 2015.
- Letter of resignation from John Campbell, WAC Deputy Secretary (Equality) dated 26 May 2015.

18. COMPETENT BUSINESS

National Police Memorial Day



Members were informed that this would take place on Sunday 27 September 2015 in Edinburgh. Further details would be e mailed to all members of the West Area Committee by WAC Circular with information regarding registration.

Any Federation Representative wishing to attend should also provide their details to Lynne Welsh at Merrylee House.

Action – Issue WAC Circular Re National Police Memorial Day

19. CLOSURE

Before closing the meeting, the Chair thanked both Jim Foy and John Campbell for their contribution to the WAC and wished them both well in their new roles.

She informed the WAC that Detective Constable Dawn Bethune would also be leaving the WAC to start a new post within the East Area and wished Dawn well in her new post.

The Chair then closed the meeting and wished the members a safe journey home.

20. DATE OF NEXT MEETING

The next meeting will take place on 3 September 2015.

Andrea Macdonald
Chair

Malcolm Macdonald
Secretary



SCOTTISH POLICE FEDERATION
CONSTABLES' WEST AREA COMMITTEE MEETING

MINUTES

Minutes of the Meeting of the Constables' West Area Committee
held on Thursday 4 June 2015 at 9.30 a.m.

1. ROLL CALL

There was no note of any apologies

2. OPENING OF MEETING

The Chair opened the meeting and welcomed all present.

3. MINUTES OF PREVIOUS MEETING

The Minutes had been circulated and were accepted as an accurate record.

4. COMMITTEE VACANCIES

Prior to the elections for the vacancies, a member asked regarding the process and the WAC Secretary explained that a level of experience was needed for some of the Committees.

JCC:

Joe Irvine, Martin Bertram and Graeme Cobb were all nominated, seconded and duly elected.

Benevolent Fund:

Stephen Innes was nominated, seconded and duly elected.

5. MATTERS ARISING

5.1 Pay, Allowances and Conditions of Service

The Chair raised the issue in relation to the lack of information in relation to the Pensions and the angst it was causing amongst the members, the WAC Secretary reported that the reasons for the delays were on the part of the SPPA.



5.2 Shifts

The WAC Secretary reported that a proposed shift pattern from 'Q' Division had been received. The Chair reiterated that all shift patterns required to be approved by the Federation.

5.3 Committees

(A) Health and Safety

The Secretary raised an issue in relation to Representatives having access to the Accident Tab on SCoPE in order to monitor the Accident/Use of Force forms being submitted within each Division. This is apparently problematic in some Divisions and the Deputy General Secretary (Health & Safety) agreed to progress this.

(B) Equality

There was nothing rank specific and an update would be provided at the full Meeting.

(C) Operational Duties

There was nothing rank specific and an update would be provided at the full Meeting.

(D) Conduct

There was nothing rank specific and an update would be provided at the full Meeting.

5.4 JCC Report

There was nothing rank specific and an update would be provided at the full Meeting.

6. CORRESPONDENCE

The Secretary reported that she had received two items of correspondence from Jim Foy indicating his resignation from the JCC and Benevolent Fund. She had replied thanking him for his contribution not only to these two committees but to the West Area over the years and wished him well in his new National post as Conduct Secretary.

7. MOTIONS

There were no motions.

8. NEW BUSINESS

There were no items of new business.



9. ANY OTHER COMPETENT BUSINESS

A member raised the issue of overtime having to be agreed by an Inspector and was informed that this was now common practice within the Force Area. The WAC Secretary reminded the Committee that ultimately payment of overtime was governed by Regulations.

10. DATE OF NEXT MEETING

The next meeting would be held on Thursday 3 September 2015.

11. CLOSE OF MEETING

The Chair closed the meeting and thanked everyone for their contributions.

Gary Mitchell
Chair

Fiona Morris
Secretary



**SCOTTISH POLICE FEDERATION
INSPECTORS' WEST AREA COMMITTEE MEETING**

MINUTES

Minutes of the Meeting of the Inspectors' West Area Committee
Held in the Glynhill Hotel on Thursday 4 June 2015 at 9.30 am

1. ROLL CALL

Charles Sweeney (Chair)
Grahame Gosling (Vice chair)
Joseph Conway (Secretary)
David Bruce (Deputy Secretary)
Garry Kirkwood
John Haynes
Jim Bradley
Joe Thomson
Cath McNally
Andrea MacDonald

Apologies were received from John Hunter.

2. OPENING OF MEETING

The Chair opened the meeting and thanked everyone for attending.

He informed the meeting that since the last meeting in March 2015, the Inspector's Committee have not had a reduction in members and due to there being two nominations for the vacant post in K Division, there will have to be an election for that post. The two nominees are Louis Jeffrey and Jenny Shanks.

Inspector Gerry Boyd from 'L' Division attended the meeting as an Observer.



3 MINUTES OF PREVIOUS MEETING

The minutes of the previous meeting had been circulated and were approved as a true record of the meeting.

4 MATTERS ARISING

4.1 Vacancies

The remaining vacancies within committees were filled as follows :

Equality - David Bruce elected (reserve) .

Operational Duties - Jim Bradley elected (reserve)

Benevolent Fund. - Cath McNally elected to replace Charles Sweeney from August 2015.

4.2 ICC

The WAC Chair in capacity as the chair of the ICC, informed the meeting that the minutes of the meeting in May were awaiting approval and should be published soon.

4.2 Staff Survey

The WAC Chair informed the meeting that the staff survey was open and asked members to be honest in their responses and to utilise the narrative where they feel appropriate. She also requested that Inspectors encourage their Officers to take time to complete this very important document.

4.3 Commonwealth Games

The WAC Chair confirmed that the Chief Constable had still not replied to a letter from the Federation expressing its disappointment in the memo from ACC Mawson in relation to recompense for Inspectors who were required to work additional hours and carry out duties not normally associated with their rank. She said that in her main speech to ACC Mawson which was to follow at the full committee, she would be addressing this matter with him directly.

She also confirmed that the Chair has also tabled a question on the same subject, which would also be put to ACC Mawson at the full committee meeting.



4.4 Motions

The WAC Chair, Andrea MacDonald informed the meeting that motions had been discussed at conference and that feedback would be provided at the main committee meeting.

5 CORRESPONDENCE

There was no correspondence.

6 ANY OTHER COMPETENT BUSINESS

6.1 Working time Regulations

The Chair informed the meeting that this was a standing item on the agenda and again asked those present to reiterate to the members of the Inspecting ranks that accurate recording of working hours is essential particularly to assist where any of our members are suffering from work related stress etc. and also for any future pay claims.

It will not help any claim process if every Inspector and Chief Inspector only records that they have worked an eight hour day when in reality they have worked a significantly longer period.

The WAC Chair added that ASPs were also on board in this matter and that the SPF had given approval at JCC for an update to the previous consultation with academics from Cardiff University who were studying the effects of long hours and stress on the ranks. This is particularly relevant now that we are in year three of Police Scotland.

One member reported some success at 'K' division where more Officers appear to be recording working time regulations appropriately.

Finally the Chair gave notice that at the start of the next meeting in September he will tender his resignation as Chair of the Inspectors board. He asked that all give thought as to the position of Chair and any other position that may become vacant at the next meeting due to his resignation. It being clear that, in recent times the Inspectors board has suffered from a lack of members and continuity, he particularly asked that new members consider standing for any position that comes up for election.



7 **DATE OF NEXT MEETING**

The next meeting will take place on Thursday 3rd September 2015 at 1000 hrs.

8 **CLOSE OF MEETING**

The Chair closed the meeting and thanked members for their attendance and contribution.

Joe Conway
Secretary

Charles Sweeney
Chair